



## DECLARATION OF ACCEPTING EMPLOYER

I, JOAQUIN S. TORRES of L&T INTERNATIONAL CORP., located in the CNMI.  
(NAME OF AUTHORIZED SIGNATORY) (CORPORATION/BUSINESS NAME)

declare under penalty of perjury that I knowingly and freely accept the transfer of  
employment of MA. RUSSEL D. AQUINO, of the , from  
(NAME OF EMPLOYEE) (COUNTRY OF ORIGIN)

EL CALERA the Employer of Record. Furthermore, I hereby declare  
that I will assume all duties, responsibilities, obligations, etc., of an Employer of Non-resident  
Worker as required and provided under the Non-resident Workers Act, Minimum Wage and Hour  
Act and the CNMI Alien Labor Rules and Regulations, C.R. Vol. 10, No. 4 (April 15, 1988), et seq.  
Furthermore, I hereby declare that the above named transferee will be under my employment as a  
PACKAGER HAND and that I will be responsible for the payment of all  
applicable fees to effectuate this Transfer and that I knowingly assume all liabilities.

Entry Permit No. \_\_\_\_\_ Surety Bond Co./No. \_\_\_\_\_

## CONDITIONAL GRANT OF TRANSFER

The transfer of the employee MA. RUSSEL AQUINO  
to L&T INTERNATIONAL CORP. Accepting Employer  
is hereby **CONDITIONALLY GRANTED** as of this date pursuant to Section 3(b) of Public Law  
No. 11-6 and Section 5 (b) of P.L. 12-11, to perform services in the job category of  
PACKAGER HAND.

The Employee's Work Days and Hours shall be MONDAYS to FRIDAYS,  
from 9am to 6pm, for a total of 40 hours per week.

**Compensation:** In consideration of the services to be performed by the Employee, the Employer  
agrees to pay the Employee compensation in the amount of:

1. \$ 3.05 per HR and
2. \$ 1.5% per OT for overtime compensation payable by check  
in bi-weekly intervals.
3. Other compensation, specify amount and method of calculation.

**All other contract provisions, obligations and restrictions** including **termination of**  
employment shall be controlled by the terms and conditions of the attached employment contract  
signed by the employer and employee.

Both the Accepting Employer and the Employee understand this conditional transfer /  
accompanying application shall be denied later should the Accepting employer fail to comply  
with all requirements of law, regulation and policy within the standard time allowed in order to  
obtain a Work/Entry Permit. Should the application be denied or should either the employee or  
Accepting Employer terminate the employment relationship, the Accepting Employer shall be  
liable for/required to purchase a one-way ticket to the employee's original point of recruitment  
outside the Commonwealth and the employee shall depart on the next available flight.

If the application is denied by the Division, this conditional transfer will also expire the same day  
of denial issuance. However, if for any reason the application is neither approved nor denied by the  
Division, this conditional transfer will expire one year from the date the conditional transfer is  
approved.

Date: 3/16/04

JOAQUIN S. TORRES

Accepting Employer: Print Name and Sign  
Title: 114

Date: 3/16/04

MA. RUSSEL AQUINO

Employee: Print Name and Sign  
114

IN WITNESS WHEREOF, I hereunto set my hand and official seal this 16th day of  
MARCH, 2004.

VERTILIA ELENA C. LEON GUERRERO

Notary Public  
Commonwealth of the Northern Mariana Islands  
My commission expires on the  
11th day of February, 2006

3/16/04

Approval Date

Vertilia C. Leon Guerrero  
NOTARY PUBLIC

EXHIBIT "3"

Director of Labor/Designee